

RELATIONSHIP INSIGHTS™

*"He who knows others is learned.
He who knows himself is wise."
-Lao Tse*

John Doe
12-4-2003

For more information:

Select, Assess & Train

Tel: 919-787-8395

info@selectassesstrain.com

<http://www.selectassesstrain.com>



INTRODUCTION

Our ability to interact effectively with people may be the difference between success or failure. Effective interaction starts with an accurate perception of ourselves. Over the years you have built your self-perception on information received from others. This report was designed to quantify information on how you see yourself. How you use this information will be directly related to your success in significantly improving your personal relationships.

This report identifies key areas for improving interpersonal relationships. Star those statements which are most important to you and if possible share why you feel they are important with someone. Remember, effective communication requires commitment.

*"All people exhibit all four behavioral factors in varying degrees of intensity."
—W.M. Marston*

GENERAL STATEMENTS

Based on your responses, the report has selected general statements to provide you with a broad understanding of your behavioral style. The statements identify the natural sensual behavior you bring to an interpersonal relationship. After reading the information, eliminate or modify any statement that you feel is not totally true.

You like being in the front and having the spotlight. As a result, if not on center stage, you may sulk. In social situations, you prefer variety, adventure and the unusual. You may lose interest if you feel a situation is becoming routine. As a result, you must be kept busy and involved with making things happen. Your primary social strategy is making things happen and happen now. Usually very active, you thrive on challenge. When the going gets tough, you get going. You have a natural enthusiasm for the activities you prefer. Because of your enthusiasm, you may forget that others have different wants and needs.

When confronted with the results of your decisions, you will defend your position. If the other person doesn't see your point of view, you will object. Because of your need for quick results, others may perceive your activity planning as somewhat rushed. They might encourage you to take a more logical approach to activities. You are usually direct, positive, straightforward and "bottom line" when dealing with people. You say what you think, are blunt and perhaps even sarcastic--although not one to hold a grudge. The more people you encounter the better; as far as you are concerned, that means more activities to consider. You thrive on creating new and innovative solutions, and new activities energize and challenge you.

Your high ego traits coupled with impatience may have others read you as arrogant at times. This is only appreciated by others when they understand that you need quick results, challenges and competition. Having a variety of results at stake brings out the best in you. Your great strength is in

GENERAL STATEMENTS

directing yourself and others toward specific activities results. You have a natural competitive style. It is important for you to feed that competitive spirit, while also showing more patience with those who choose not to be so competitive. Not having a climate of challenges and competition may cause you to create such a climate. You perform best under pressure, and may assume that others want the same...your assumption is not always true.

CURRENT WANTS

This section of the report was produced by analyzing your wants. People are motivated and influenced by the things that they want. Wants that are satisfied no longer motivate. Analyze each statement produced in this section and highlight those that are present "wants" for you. Periodically review this section to identify new wants and delete satisfied wants.

You may want:

- A friendly, favorable social environment.
- Activities involving contact with many people.
- Freedom from many controls and limitations of creativity.
- Freedom from boredom and routine.
- An audience to perform to and entertain.
- Others to behave with the same sense of urgency.
- Equal relations with others.
- Support of your ideas and dreams.
- Social recognition of your accomplishments.
- A social environment spiced with change.
- Partners who practice listening and participation.
- More time in the day for both work and play.

RELATIONSHIP STRENGTHS

This section identifies specific talents and behavior that you bring to a personal relationship. Socially, we need people who have different strengths to offer. Use this information to share your thoughts, ideas and feelings about your relationship strengths.

- Cause action--make sure things get done.
- Self-starter--won't wait until told to do something.
- Easy to meet new people, and make them feel welcome.
- Innovative ideas.
- Influential.
- Tenacious--show perseverance--stick to it until it's done.
- Challenge the status quo--exciting to be around.
- Initiate new activities.
- Challenge-oriented.
- Very optimistic; make others feel good about themselves.
- Never a dull moment.
- Motivate others toward positive goals.

KEYS TO COMMUNICATION

This section of the report describes how you like others to communicate with you. As with the entire report, most of these items listed will be extremely accurate for you. Identify 3 or 4 key items and encourage others to practice using these items in their everyday communication with you.

- Talk about new ideas, innovations and activities.
- Plan interactions which support dreams and goals.
- Prepare for demanding questions, and perhaps objections.
- Share specific ideas to carry out an action.
- Motivate and persuade by referring to objectives and RESULTS.
- Present ideas logically--be efficient.
- Provide questions and choices for making decisions.
- Support results, not the person, if you agree.
- Ask specific questions--preferably "WHAT" questions.
- Be stimulating, fun-loving, and fast-moving.
- Be on time.
- Offer immediate rewards for accomplishments.

BARRIERS TO COMMUNICATION

This section of the report describes what NOT to do when relating with you. As with the entire report, most of these items listed will be extremely accurate for you. Identify 3 or 4 key items and encourage others to ELIMINATE using them in their everyday communication with you. And, if others have a report, you are encouraged to share this page of information with each other, as well as sharing information from the entire report.

- Don't dwell on facts regarding activities or plans.
- Don't say it unless you mean it.
- Don't hide your emotions or feelings.
- Don't be vague, or leave cloudy issues.
- Don't be disorganized, messy or forget things.
- Don't talk down.
- Don't ramble on, or waste time.
- Don't let it reflect on the other person if you disagree.
- Don't leave decisions about events hanging in the air.
- Don't drop your end of the plans or activities.
- Don't plan on covering many facts.
- Don't be boring or inactive.

HINDERING FACTORS

The list below is an analysis of possible hindering factors with regard to relationships. Not all of the limitations may apply, so cross out those limitations. Circle or highlight 1 to 3 limitations that may be hindering social interaction, and develop an action plan to reduce the effects of those limitations.

- You are a one-way communicator--you don't listen to the whole story before introducing an opinion.
- You solve problems for others; but before acting you should ask, "Whose problem is it?"
- You have difficulty telling others what to do--you are too impatient to wait.
- In social situations, you are a selective listener, hearing only what you want to hear.
- You are critical if others don't measure up to your standards.
- You are so concerned with the big picture, you forget to see the little pieces.
- You are argumentative--taking the devil's advocate position.
- You set standards so high they become difficult to meet.

ACTION PLAN

Name: John Doe

To relate more effectively with _____, I need to:

- 1.
- 2.
- 3.

To relate more effectively with _____, I need to:

- 1.
- 2.
- 3.

To relate more effectively with _____, I need to:

- 1.
- 2.
- 3.

The Communication skills I need to develop are:

- 1.
- 2.
- 3.
- 4.

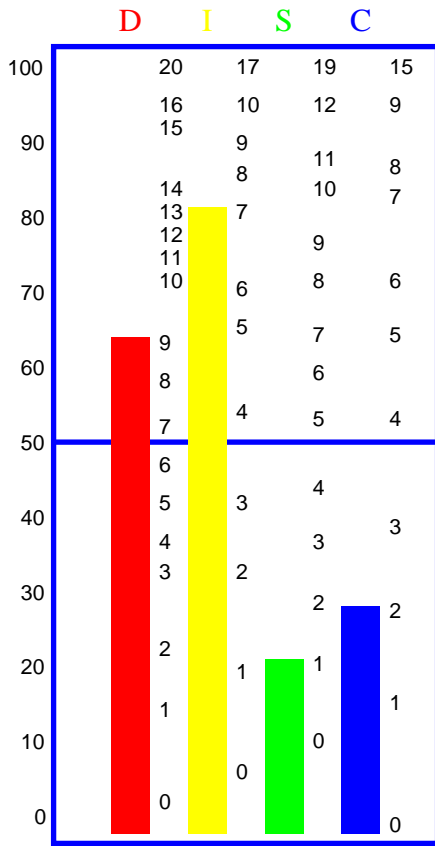
I agree to practice the listed communication techniques and develop communication skills in the areas indicated.

Signed: _____ Date: _____

STYLE ANALYSIS™ GRAPHS

John Doe
12-4-2003

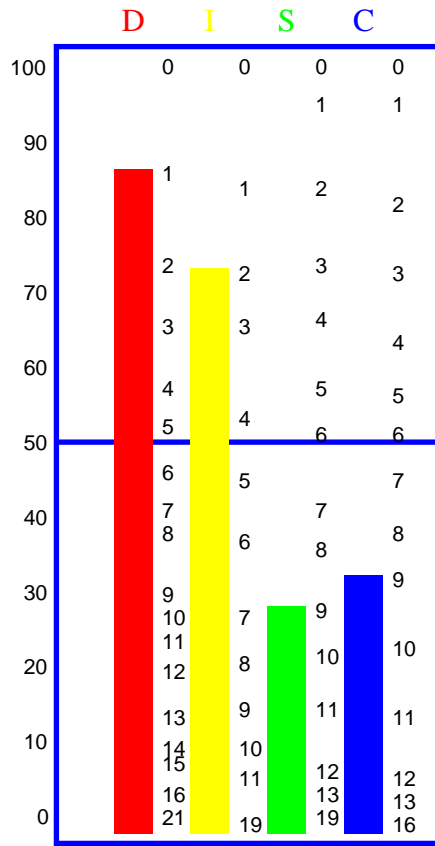
MOST
Graph I
Adapted Style



Score
%

9	7	1	2
64	81	22	29

LEAST
Graph II
Natural Style



1	2	9	9
86	73	29	33

THE SUCCESS INSIGHTS® WHEEL

The Success Insights® Wheel is a powerful tool popularized in Europe. In addition to the text you have received about your behavioral style, the Wheel adds a visual representation that allows you to:

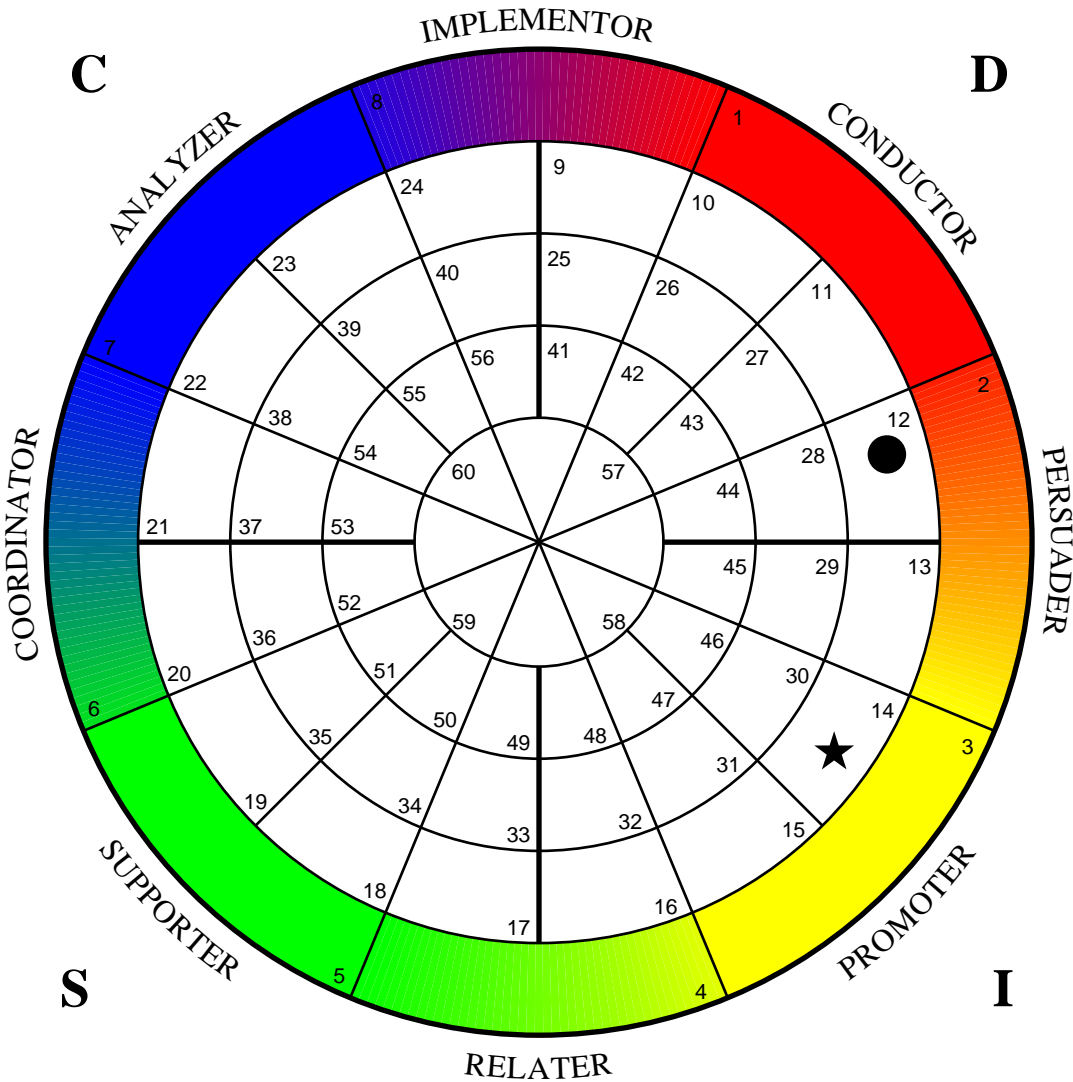
- View your natural behavioral style (circle).
- View your adapted behavioral style (star).
- Note the degree you are adapting your behavior.
- If you filled out the Work Environment Analysis, view the relationship of your behavior to your job.

Notice on the next page that your Natural style (circle) and your Adapted style (star) are plotted on the Wheel. If they are plotted in different boxes, then you are adapting your behavior. The further the two plotting points are from each other, the more you are adapting your behavior.

If you are part of a group or team who also took the behavioral assessment, it would be advantageous to get together, using each person's Wheel, and make a master Wheel that contains each person's Natural and Adapted style. This allows you to quickly see where conflict can occur. You will also be able to identify where communication, understanding and appreciation can be increased.

THE SUCCESS INSIGHTS® WHEEL

John Doe
12-4-2003



Adapted: ★ (14) PERSUADING PROMOTER
Natural: ● (12) CONDUCTING PERSUADER